

JEMAL AHMED MEHAMED

PROFILE SUMMARY



1. FAMILY STATUS

Jemal is married and blessed with two children. He currently resides in Addis Ababa, Ethiopia.

2. EDUCATIONAL BACKGROUND

- **M.Sc. in Management of Irrigation Development** University of Newcastle Upon Tyne, United Kingdom (1989-1991). *Faculty of Biological and Environmental Sciences*
- **B.Sc. in Plant Science** Addis Ababa University, Ethiopia (1981/82-1984/85). *Jemal joined the Alemaya College of Agriculture driven by a strong interest in agricultural and rural development.*

3. PROFESSIONAL DEVELOPMENT (TO CITE A FEW)

Senior Leadership Development Programme: Human Rights-Based Approach to Development: Leadership for Results and Development: Facilitation on Organizational Development: Food Security in Africa: Policy, Planning and Intervention; Management of Development Programme.

4. PROFESSIONAL EXPERIENCE & CONTRIBUTION

With over 40 years of professional experience, Jemal has served in leadership, technical, and advisory roles in both government and international organizations. He spent eight years at the Ministry of Agriculture and over three decades (31 years) with ActionAid International, where he rose through ten progressively senior positions across Africa and Asia.

Beginning his career as an Irrigation Agronomist, Jemal's journey evolved into one of remarkable regional and international leadership. His career progression led him to serve as Head of Africa Region for ActionAid International, providing strategic direction and leadership across 19 countries. Throughout his career, he has demonstrated exceptional capacity in organizational transformation, strategic management, policy influence, and cross-cultural leadership, managing people from varied backgrounds, particularly at senior levels, to work collaboratively toward shared goals.

Jemal's work has spanned diverse areas, including climate justice, agriculture and food security, HIV/AIDS response, human rights, and organizational development. He is particularly recognized for his contributions to climate-resilient agriculture, continental advocacy under the AU Agenda 2063, and multi-country program management across Africa and Asia.



4.1 HEAD OF AFRICA REGION, ACTIONAID INTERNATIONAL

Nairobi & Addis Ababa | 2022-Present

As Head of the Africa Region, Jemal enhanced organizational performance across 19 countries in East, West and Southern Africa by providing strategic leadership, coordination, and management, while deepening the impact of ActionAid's work at the country, regional, and international levels. In this role, he led high-level external engagements to influence government policies on initiatives such as CAADP and the AU Agenda 2063, climate-resilient agriculture, and climate financing for developing countries. He also guided organizational development efforts that strengthened national teams' capacities, enabling them to effectively plan and implement country strategies, and to contribute meaningfully to regional and global programmes.

4.2 HEAD OF COUNTRY SUPPORT – EASTERN AND SOUTHERN AFRICA, ACTIONAID INTERNATIONAL

Nairobi | 2017-2021

Based in Nairobi, Jemal provided strategic leadership, coordination, and management support to 10 ActionAid country programs across Uganda, Rwanda, Kenya, Ethiopia, Tanzania, Malawi, South Africa, Mozambique, Zimbabwe, and the Democratic Republic of Congo. He worked closely with national management teams and boards to strengthen governance, accountability, and operational effectiveness. Through his leadership, country programs became better managed, more cohesive, and increasingly aligned with regional and organizational priorities.

4.3 COUNTRY DIRECTOR – ACTIONAID ETHIOPIA

Addis Ababa | 2013-2017

Based in Addis Ababa, Jemal led ActionAid Ethiopia's country program, which operated across all regional administrations, including underdeveloped and challenging areas such as Gambella and Benishangul-Gumuz. He successfully guided the senior management team in delivering impactful programs in food security, education, gender equality, and humanitarian response. Jemal also led the development of a country strategy plan aligned with Ethiopia's national priorities, as well as key poverty and gender issues. He oversaw a team of more than 130 staff and managed an annual budget of USD 6-7 million, ensuring effective program implementation and strong accountability across all regions.

4.4 COUNTRY DIRECTOR – ACTIONAID PAKISTAN

Islamabad | 2011-2012

Given the scale of the 2010 flood response, which affected one-third of the country, Jemal managed a large-scale emergency program that addressed immediate humanitarian needs. In addition, he provided oversight to the country's regular programs, including education, women's rights, and food security, with a strong focus on sustainable agriculture. His leadership ensured the effective integration of Disaster Risk Reduction (DRR) and preparedness into long-term development programming.

4.5 DIRECTOR – SOUTH ASIA TECHNICAL SUPPORT FACILITY, ACTIONAID ASIA

Kathmandu | 2009-2010

Jemal was responsible for leading ActionAid's Technical Support Facility for eight South Asian countries – Afghanistan, Pakistan, India, Bangladesh, Sri Lanka, Nepal, Bhutan, and the Maldives. The project, funded by UNAIDS and managed by ActionAid in partnership with the Tata Institute of Social Sciences (TISS) and the International Centre for Diarrhoeal Disease Research in Bangladesh (ICDDR,B), focused on capacity building for governments, civil society, community organizations, and the private sector. Its goal was to strengthen national capacities in strategic planning, organizational development, and program management of HIV/AIDS initiatives. Jemal also worked closely with national governments, UN agencies, donors, and civil society organizations to ensure coordinated and effective implementation of capacity development activities across the region.

4.6 MULTI-COUNTRY PROJECT MANAGER – STAR (SOCIETIES TACKLING AIDS THROUGH RIGHTS), ACTIONAID INTERNATIONAL

Nairobi | 2005-2009

He provided strategic leadership to national-level implementers of the STAR (Societies Tackling AIDS through Rights) project across Africa and Asia, effectively managing initiatives aimed at addressing HIV/AIDS while upholding human rights and dignity. Jemal also led capacity-building programs for country coordinators and 22 local partner organizations on project management and rights-based approaches, spanning 12 African and 8 Asian countries.

4.7 COUNTRY PROJECT MANAGER, SIPPA-ETHIOPIA (SUPPORT TO INTERNATIONAL PARTNERSHIP AGAINST AIDS IN AFRICA) Addis Ababa | 2002-2004

Jemal strengthened, expanded, and enhanced the effectiveness of Ethiopia's HIV/AIDS response under the SIPPA (Support to International Partnership Against AIDS in Africa) framework. He led and coordinated the SIPPA-Ethiopia program, focusing on building the capacity of key HIV/AIDS actors – including civil society organizations (CSOs), faith-based organizations (FBOs), and government institutions both at federal and regional levels.

He initiated and chaired a national partnership platform against HIV/AIDS, bringing together a wide range of stakeholders such as donors, CSOs, PLWHA associations, youth and women's groups, the media, FBOs, and government agencies, in close collaboration with UNAIDS-Ethiopia and the HIV/AIDS Prevention and Control Office (HAPCO). Under his leadership, this forum operated effectively for three years.

Jemal also designed and implemented national awareness campaigns, including the landmark Anti-Stigma Campaign, which mobilized 1,000 university students across the country. He further facilitated lesson-learning exchanges by engaging FBOs, NGOs, and senior government officials to draw insights from Senegal, Uganda, and Kenya, adapting best practices to the Ethiopian context and supporting other countries to learn from Ethiopia's experience.

4.8 PROGRAMME SUPPORT MANAGER, ACTIONAID ETHIOPIA

Addis Ababa | 2000-2001

Jemal was responsible for the effective coordination of ActionAid Ethiopia's country program in key areas including gender equality, community-based health care, HIV/AIDS, food security, and humanitarian response. He successfully managed partnerships with over 25 local organizations, focusing on program implementation and institutional capacity building. Jemal also led the Participatory Review and Reflection Process (PRRP), facilitating impact assessments and program learning through inclusive and participatory approaches that strengthened collaboration and accountability across partners.

4.9 PROGRAMME MANAGER – DALOCHA INTEGRATED RURAL PROGRAMME, ACTIONAID ETHIOPIA

Dalocha | 1996-1999

Jemal managed a district-level integrated rural development program in Dalocha, located in the Central South region of Addis Ababa. The program encompassed multiple sectors, including health, education, agriculture, microcredit and savings, water supply, and food emergency response during periods of recurrent drought. Notably, he led the Dalocha (Silti Zone) Portable Water Project, a multimillion-dollar initiative that provided clean water access to 75% of the woreda's population through an 80-kilometer pipeline network and more than 20 water kiosks, which were managed and owned by women's groups—a model of community empowerment and sustainability.

4.10 FOOD SECURITY SECTOR MANAGER – ACTIONAID ETHIOPIA

Dalocha | 1994-1995

Jemal implemented an integrated food security program focused on agriculture, microfinance, cooperatives, and environmental conservation, working in partnership with local community organizations and reaching 75% of Dalocha Woreda in the Silti Zone.

4.11 COORDINATOR, AGRICULTURE SECTOR – MINISTRY OF AGRICULTURE

Addis Ababa | 1986-1993

Jemal was in charge of assessment of irrigation agriculture potential, including design, as well as contributing specifically to piloting and training farmers in irrigated farming in Amhara, Central, and Southern Ethiopia.